ISSUE	CITY's BEST OFFER
OT Equalization	Per the TA dated 10/23/03.
Grievance Procedure	Per the TA dated 11/06/03
Funeral Leave	Per the TA dated 11/06/03.
Union Leave	Per the TA dated 11/06/03.
Tool Allowance	Per the TA dated 11/13/03.
Clothing Allowance	Per the TA dated 11/06/03.
Wages	Per the TA dated 11/06/03.
Insurance Benefits	 Article 16 to read per the City's Offer dated 10/30/03. By a side letter, the City will commit to have the management representatives to the LMBC support to the following motion if made by the DCTU representative to the LMBC: "The LMBC recommends to the City Council to continue the "rate holiday" to June 30, 2006 in such a manner as to comport with Clauses 16.4.1 through 16.4.3 of the DCTU Agreement and any other such similar provisions that may be operative in the City's labor contracts. By making this recommendation, the LMBC understands that the effect of continuing the 'rate holiday,' is that the excess reserve would be constructively reduced by the amount that would otherwise be collected through employee contributions for the premium share." Said motion would be subject to review, consideration and action as provided in Clauses 16.1.1 through 16.1.7 of the Agreement (as numbered in the City's 10/30/03 proposal). Note: The DCTU is advised that it is expected that the excess reserve will be exhausted by June 30, 2006.
Article 38 – "Me Too Agreement" Claims Tech Asst Claims Tech	Per the City's "BEST OFFER" proffered on this date at 12:30. For both: • Effective July 1, 2004 – Additional 2.0% • Effective July 1, 2005 – Additional 1.0%

ISSUE	CITY's BEST OFFER
FMT Storekeeper Parking Enforcement Officer	 Subsequent to the bilateral ratification of the 2004 – 2006 labor Agreement Extension, the parties would enter into negotiations via "small teams." The "small team" for the City would consist of no more than five representatives selected by the City, one of which shall be a representative of Classification/Compensation (BHR), and one of which shall be a Chief Negotiator from BHR. Except for the Chief Negotiator, team members may rotate depending on the issues being addressed. The City shall make a good faith attempt to provide reasonable prior notice to the DCTU Team as to who will be representing the City at a forthcoming bargaining session. The "small team" for the DCTU would consist of no more than five representatives designated by DCTU, one of which shall be authorized to serve as DCTU's Chief Negotiator. Except for the Chief Negotiator, team members may rotate depending on the issues being addressed. The DCTU shall make a good faith attempt to provide reasonable prior notice to the City Team as to who will be representing the DCTU at a forthcoming bargaining session. These negotiations would be conducted in accordance with Clauses 22.1 and 22.3 of the Agreement and PECBA. The goal would be for the parties to complete negotiations for this classification no later than June 30, 2004.
Building Inspector Plans Examiner Electrical Inspector Plumbing Inspector Note: negotiations would cover these classifications and other directly related classifications employed in BDS.	 Subsequent to the bilateral ratification of the 2004 – 2006 labor Agreement Extension, the parties would enter into negotiations via "small teams." The "small team" for the City would consist of no more than two representatives from the Bureau of Developmental Services (BDS), a representative of Classification/Compensation (BHR), and a Chief Negotiator from BHR. The "small team" for the DCTU would consist of no more than four representatives designated by DCTU, one of which shall be authorized to serve as DCTU's Chief Negotiator. These negotiations would be conducted in accordance with Clauses 22.1 and 22.3 of the Agreement and PECBA. The goal would be for the parties to complete negotiations for these classifications no later than June 30, 2004.

ISSUE	CITY's BEST OFFER
Water Mechanic	 Subsequent to the bilateral ratification of the 2004 – 2006 labor <i>Agreement Extension</i>, the parties would enter into negotiations via "small teams." The "small team" for the City would consist of no more than two representatives from the Water Bureau, a representative of Classification/Compensation (BHR), and a Chief Negotiator from BHR. The "small team" for the DCTU would consist of no more than four representatives designated by DCTU, one of which shall be authorized to serve as DCTU's Chief Negotiator. These negotiations would be conducted in accordance with Clauses 22.1 and 22.3 of the <i>Agreement</i> and PECBA. The goal would be for the parties to complete negotiations for this classification no later than June 30, 2004.
Term of Extended Agreement	July 1, 2004 to June 30, 2006
All other provisions	Per the current contract unless otherwise tentatively agreed to by the parties.

for the City	for the DCTU

Date: _____ Date: _____

Signatures indicate Tentative Agreement subject to the parties' ratification procedures.